

GENDER EQUALITY PLAN

G.E. Pukhov Institute for Modelling in
Energy Engineering NAS of Ukraine

2025 - 2028



G.E. Pukhov Institute for Modelling in Energy Engineering NAS of Ukraine recognizes the key role of equal rights and opportunities in ensuring sustainable scientific development, high standards of research quality and the creation of a safe and productive working environment. This Gender Equality Plan defines a strategy and specific measures aimed at integrating a gender perspective into all aspects of the institution's functioning: management, personnel policy, scientific activities, international cooperation and staff development.

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The plan is based on the principles of the European Research Area (ERA), the National Strategy for Equal Rights and Opportunities for Women and Men in Ukraine, as well as the recommendations of the European Commission for participation in the Horizon Europe program.



Analysis of the current situation

Indicator	Quantity	Women	Men	Proportion of women (%)
Total number of employees	97	49	48	50,5%
Management of the Institute	4	1	3	25%
Researchers	45	11	34	24,4%
Doctors of Science	15	2	13	13,3%
Candidates of Sciences	21	7	14	33,3%
Young scientists (up to 40 years old)	5	1	4	20%
Heads of departments	4	2	2	50%

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Analysis of the table shows that the total share of women among employees is 50.5%. However, in the categories related to scientific personnel and scientific degrees, the share of women is lower: among scientific personnel, women make up 24.4%, among doctors of sciences - only 13.3%, and among candidates of sciences - 33.3%. This indicates the unequal representation of women in higher academic categories, which is an important aspect for further planning of measures to ensure gender equality.

Planning and tasks

Gender Policy in Regulatory Legal Documents. https://ccu.gov.ua/sites/default/files/library/genderna_polityka_v_normatyv_no-pravovyh_dokumentah.pdf The publication focuses on the issues of regulatory and legal support for the formation and implementation of state policy in the field of ensuring equal rights and opportunities for women and men in Ukraine. The formation and development of legislation and approaches to the formation of the state gender policy are considered, general approaches, mechanisms and tools for its implementation are analyzed

1. Ensuring equal opportunities

The goal is to create conditions that guarantee equal access to all positions, resources, training and career advancement regardless of gender. The Institute strives to ensure that every employee has an equal chance to realize their potential without barriers or discrimination. This includes updating the procedures for recruitment, promotion and evaluation of personnel, the introduction of gender equality indicators into the institution's policies, as well as ensuring transparency in management decision-making.



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2. Support for women in scientific careers

The level of representation of women in senior research positions and in management remains lower than desired. The Institute identifies as one of the priorities the support of women in science through the creation of mentoring programs, priority participation in international internships, competitions, and grants. Measures are also envisaged to form a positive image of women scientists through visibility in public space.

3. Creation of favorable working conditions

Gender equality is impossible without an inclusive environment. This implies a zero-tolerance policy for any form of discrimination, sexual harassment, or microaggressions. The Institute undertakes to implement internal procedures for the protection of rights, as well as to offer employees flexible employment options (remote work, shift schedule) for a balance between work and family life.



4. Awareness raising and education

Regular training on equality and non-discrimination builds an institutional culture of respect and tolerance. The Institute plans to organize trainings annually on the following topics: "Gender Equality in Science", "Overcoming Prejudice", "Safe Working Environment". An internal library of resources, recommendations and examples of best practices will also be created.

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5. System monitoring and policy improvement

The Institute will implement regular collection of data on the gender composition of personnel, analysis of dynamics, identification of areas of inequality. Every year, a report with recommendations will be generated and published in the public domain. There will also be a procedure for updating the Plan based on new challenges, needs and successful practices.

Measures and deadlines

Direction	Measures	Deadline	Responsible
Equal opportunities	Development of equal opportunities policy	2025-2027 year	Management of the Institute
Working conditions	Implementation of flexible schedules, internal protection procedures	2025–2027 year	HR Department
Raising awareness	Trainings, educational events, informing	Annually	Department Directors
Monitoring	Annual collection of statistics, questionnaires, publication of the report	Annually	Responsible structural units

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Expected results

- Systematized policy of gender equality in the institution.
- Increasing the share of women in managerial positions to 30% and researchers to 50% by 2027.
- Improvement of the gender climate according to the results of annual surveys.
- Increasing the visibility of women's scientific activities through participation in competitions, projects and publications.

Implementation of the Plan

The implementation of the Gender Equality Plan is carried out according to the principles of systematic, phased and open. A responsible person (gender coordinator) is appointed to coordinate the activities, who cooperates with the administration, personnel service and representatives of scientific departments.

At the first stage (2025), it is expected:

- development of policies and internal instructions;
- development/launch of mentoring and training programs;
- Communication campaign among staff.

In 2026 - 2027, it is planned:

- expanding tools to support women's career growth;
- implementation of a gender-sensitive approach to team building in projects;
- inclusion of gender equality criteria in the assessment of the effectiveness of structural units.

All stages are accompanied by consultations with employees, testing of measures and gradual adaptation based on the results of monitoring.

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Analysis and evaluation

The assessment of the implementation of the Plan is based on quantitative and qualitative monitoring of key indicators (share of women in different categories of personnel, participation in management, publicity, participation in projects, in particular Horizon Europe projects), staff questionnaires on the perception of the working climate, experience of discrimination or prejudice, and expert assessment of the effectiveness of measures and recommendations for their adjustment.

Every year, a Report on the implementation of the plan is prepared, which is submitted to the Director of the Institute, discussed at the meetings of the Academic Council of the Institute and published on the website. Based on the report, proposals are formed for updating the Plan and improving the gender personnel policy of the PIMEE.